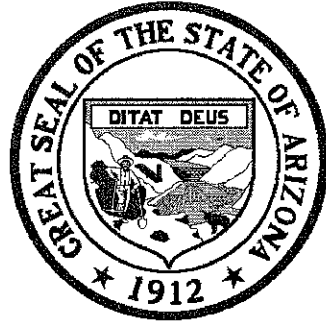


Peace Officer Employment Study Committee



Report December 2016

Committee Members:

Representative Tony Rivero, Chairman
Representative Richard Andrade
Senator John Kavanagh, Co-chairman
Senator Lupe Contreras
Lon Bartel
Dr. Levi Bolton
Jimmy Chavez

Sheriff Mark Dannels
Pastor Eric Jones
Pastor Rodger Loar
Capt. John Ortolano
Marcel Spaulding
Steve Stahl
Gregory Wessel

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Report 2016

A. Background

Laws 2016, Chapter 324 established the Peace Officer Employment Study Committee. With the purpose to research and report on peace officer staffing levels and recruitment and retention policies and practices and the impact these have on the rate of attrition and public safety.

B. Summary of Committee Activity

Committee Hearing November 7th, 2016

The Committee went over the charge of the committee. The Committee then had a discussion on peace officer's retention, recruitment and rate of attrition. The Committee made a request to staff to research all staffing levels, response times, recruitment pool size and population to peace officer ratio across the state.

A video recording of the committee can found [here](#).

Committee Hearing November 21, 2016

The Committee received two handouts regarding staffing levels for every Arizona law enforcement agency and a summary of House Bill 2350. The Committee heard and discussed a presentation by Jack Lane with Arizona Peace Officer Standards and Training (AZPOST) relating to standards and requirements for peace officers. The Committee received a presentation by Chris Briggs with the Glendale City Police Department relating to their recruitment and retention policies. The Committee had discussion on best practices for training and staffing police departments.

A video recording of the committee can found [here](#).

Committee Hearing December 7, 2016

The Committee received a handout regarding the Committee's information request on selected police department's response times, officer to population ratio and applicant pool size. The Committee heard and discussed a presentation by Pastor Eric Jones entitled "Protect and Serve Law Enforcement Families."

A video recording of the committee can be found [here](#).

Committee Hearing December 14, 2016

The Committee took public testimony on possible recommendations.

A video recording of the committee can be found [here](#).

C. Recommendations

The Committee recommended to:

1. Support the full funding of AZPOST.
2. Propose a statutory fee by percentage to be assessed on all RICO seizures by Arizona law.
3. Require police departments to hold an exit interview with all officers leaving their department.
4. More state funding for the School Resource Officers Program.
5. A mandated employee satisfaction survey.
6. Forming protect and serve care teams for law enforcement and their families.
7. Consider a dedicated funding resource from state surplus funds to be used for increasing staffing deficiencies for law enforcement.
8. Informing the local high schools about upcoming training exercises as way to reach out to the youth.
9. A standardized formula to determine and report response times.

Appendix A:

November 7, 2016

Minutes

ARIZONA STATE LEGISLATURE

INTERIM MEETING NOTICE OPEN TO THE PUBLIC

PEACE OFFICER EMPLOYMENT STUDY COMMITTEE

Date: Monday, November 7, 2016

Time: 10:00 A.M.

Place: HHR 5

AGENDA

1. Call to Order
2. Introduction of Members
3. Review of Committee Charge
4. Discussion on Peace Officers:
 - Retention
 - Recruitment
 - Rate of Attrition
5. Discussion of Future Committee Business
6. Adjourn

Members:

Senator Lupe Contreras
Senator John Kavanagh, Co-Chair
Lon Bartel
Dr. Levi Bolton
Jimmy Chavez
Sheriff Mark Dannels
Pastor Eric Jones

Representative Tony Rivero, Chairman
Representative Richard C. Andrade
Pastor Rodger Loar
Capt. John Ortolano
Marcel Spaulding
Steve Stahl
Gregory Wessel

11/3/16
JY

People with disabilities may request reasonable accommodations such as interpreters, alternative formats, or assistance with physical accessibility. If you require accommodations, please contact the Chief Clerk's Office at (602) 926-3032, TDD (602) 926-3241.

Appendix B:

November 21, 2016

Minutes



HOUSE OF REPRESENTATIVES

HB 2350

~~occupational disease, post-traumatic stress disorder~~

NOW: traumatic events counseling

Prime Sponsor: Representative Finchem, et al., LD 11

DPA S/E Committee on Military Affairs and Public Safety

DPA Caucus and COW

X As Transmitted to the Governor

OVERVIEW

HB 2350 stipulates that Post-Traumatic Stress Disorder (PTSD) of a peace officer is presumed to be a personal injury that is compensable pursuant to statute relating to workers' compensation.

PROVISIONS

1. Requires a state or political subdivision of the state to establish a program to provide a peace officer, firefighter or public safety employee up to 12 visits of licensed counseling, including telemedicine, paid for by the employer, if the employee was:
 - a. A peace officer exposed to use of deadly force or subjected to deadly force in the line of duty, regardless of whether the officer was physically injured;
 - b. A firefighter who witnessed the death of another firefighter while engaged in the line of duty; and
 - c. A public safety employee who:
 - i. Visually witnesses the death or maiming of one or more persons or visually witnesses the immediate aftermath of the death or maiming;
 - ii. Responds to or was directly involved in a criminal investigation of a dangerous crime against a child; or
 - iii. Requires rescue in the line of duty where one's life was endangered.
2. Stipulates that payment of licensed counseling by the employer does not create a presumption of a compensable mental injury, illness or condition related to worker's compensation.
3. Exempts state employers that provide a program to its public safety employees which:
 - a. Is paid for by the employer;
 - b. Provides licensed counseling for any issue and, in a case related to trauma experienced while in the line of duty, occurs on the request of the employee and in-person;
 - c. Offers at least six visits per year before July 1, 2017; and
 - d. Offers at least 12 visits per year after July 1, 2017.
4. Defines *licensed counseling and public safety employee*.
5. Adds a repeal date of January 1, 2023.

HB 2350

CURRENT LAW

A.R.S. 23-901.01 defines a peace officer, for the purposes of worker's compensation, as a full-time peace officer who was regularly assigned in hazardous duty as part of a special operations, special weapons and tactics, explosive ordinance disposal or hazardous materials response unit.

	2006	2007	2008	2009	2010	2011	2012	2013	2014	2015	2016
Ak Chin Tribal Police	10	1	1	2	2	4	1	1	16	2	7
Apache City Sheriff's Office	33	9	5	37	3	8	3	3	34	10	29
Apache Junction Police Department	48	10	8	50	17	35	6	7	60	8	65
Avondale Police Department	83	18	19	82	23	63	5	5	63	6	7
AZ Attorney General's Office	37	2	2	31	8	110	12	15	110	12	122
AZ COMM AGRICULTURE-HORTICULTURE	0	0	0	0	0	0	0	0	0	0	0
AZ Corporation Commission - Securities Division	7	3	5	5	1	7	2	2	0	0	0
AZ Department of Administration - Capitol	30	4	5	5	1	7	2	2	0	0	0
AZ Department of Agriculture - Animal Services	12	2	1	1	1	3	0	0	0	0	0
AZ Department of Child Safety	0	0	0	0	0	0	0	0	0	0	0
AZ Department of Corrections	76	11	22	65	4	56	8	5	57	7	59
AZ Department of Economic Security - OSI	5	0	0	0	0	0	0	0	0	0	0
AZ Department of Gaming - Investigation	33	5	3	35	4	12	4	5	12	9	9
AZ Department of Insurance	10	3	2	11	1	2	2	4	29	6	12
AZ Department of Juvenile Corrections	5	2	2	5	1	4	2	6	0	4	4
AZ Department of Liquor Licenses & Control	25	3	5	2	1	3	3	3	0	1	1
AZ Department of Public Safety	1197	123	86	1234	179	15	3	3	82	92	117
AZ Department of Racing - Investigation	5	1	5	1	2	1	1	1	109	92	113
AZ Department of Revenue	9	2	5	6	2	2	1	1	0	1	3
AZ Department of Transportation - ECD	256	55	30	280	35	7	2	4	7	1	7
AZ Drug Control District	0	0	0	0	0	0	0	0	0	0	0
AZ Game and Fish Department	147	9	7	149	5	10	12	14	9	9	18
AZ Lottery Commission - Security Section	4	1	2	3	1	1	1	1	1	1	1
AZ POST	0	0	0	0	0	0	0	0	0	0	0
AZ State Parks	60	1	2	59	2	3	3	3	3	40	0
AZ State University Police Department	56	13	11	58	13	8	13	13	72	17	85
AZ Western College LETA (OE Only)	11	18	15	14	19	16	14	10	14	9	8
AZ Western College Police Department	10	5	3	12	3	12	11	14	12	12	11
AZPOST	0	0	0	0	0	0	0	0	0	0	0
Benson Police Department	13	3	3	13	4	1	1	1	1	1	10
BIA - Hopi Indian Agency	13	0	3	10	0	0	0	0	0	0	0
Bisbee Police Department	15	2	1	16	2	2	0	0	3	0	0
Buckeye Police Department	42	17	7	52	19	14	3	2	4	5	14
Bullhead City Police Department	79	10	7	79	8	4	19	11	89	9	98
Burlington No. Santa Fe Railroad Police	4	0	2	2	0	0	0	0	0	0	0
Camp Verde Marshals Office	20	3	4	19	4	4	4	4	4	4	4
Carretera Marshals Office	0	0	0	0	0	0	0	0	0	0	0
CARLITA (OE Only)	0	0	0	0	0	0	0	0	0	0	0
Case Grande Police Department	65	14	10	69	18	13	74	11	6	73	15
Cave Creek Marshals Office	2	0	2	0	0	0	0	0	0	0	0
Central AZ College Police Department	6	6	5	7	1	1	1	1	1	1	1
Central AZ Water Conservation District	5	0	0	0	0	0	0	0	0	0	0
Chandler Police Department	320	38	27	331	36	24	443	24	330	47	358
Chandler Gilbert Community College LETA (OE Only)	0	13	4	9	0	0	0	0	8	0	0
China Valley Police Department	30	5	5	30	3	1	5	5	41	39	29
Clarkdale Police Department	9	1	1	9	1	1	1	1	10	3	3
Clifton Police Department	6	5	6	6	3	3	3	3	3	3	3
Cochise City Attorneys Office	1	0	0	1	0	0	0	0	0	0	0
Cochise City Attorneys Office	90	18	22	84	19	15	88	11	9	9	10
Cocconino City Attorneys Office	0	0	0	0	0	0	0	0	0	0	0
Cocconino City Sheriff's Office	60	13	7	66	10	8	68	5	5	5	6
Cocoph Tribal Police Department	12	5	6	11	10	10	17	4	15	10	18
Colorado City Marshals Office	7	0	1	6	2	2	6	1	13	7	7
Colorado River Indian Tribe Dept of Fish	3	0	0	3	0	0	0	0	3	1	1
Colorado River Indian Tribe Police Dept	21	0	5	16	7	8	15	3	8	8	8
Coolidge Police Department	27	8	3	32	9	7	34	9	15	19	23
Cottonwood Police Department	29	6	5	30	3	2	31	3	35	4	4
Dine College Police Department	1	0	0	1	0	0	0	0	0	0	0
Douglas Police Department	40	3	5	38	3	3	36	2	34	5	34
Duncan PD	0	0	0	0	0	0	0	0	0	0	0
Eagar Police Department	0	0	0	0	0	0	0	0	0	0	0
Eastern Arizona College LETA (OE Only)	0	1	1	1	1	1	1	1	1	1	1
Eastern AZ College Police Department	0	0	0	0	0	0	0	0	0	0	0
El Mirage Police Department	46	2	17	33	3	3	45	3	42	9	43
Flagstaff Police Department	107	34	5	46	2	2	45	3	42	5	28

Florence Police Department	20	8	4	24	16	13	27	8	8	5	30	7	5	34	8	10	12	32	6	10	10	8	28	1	8	7	29	3	3	1	3	31	2	0		
Fountain Hills Marshalls Office	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0		
Frederick Marshalls Office	6	0	0	6	6	6	7	1	7	1	6	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0		
Ft McDowell Tribal Police Department	25	2	2	2	2	2	2	5	5	5	21	2	2	2	3	3	3	5	1	1	1	5	3	20	2	3	5	0	0	0	0	0	0	0	0	
Ft Mojave Tribal Police Department	16	4	4	18	10	6	22	5	5	5	24	10	2	2	3	3	0	2	2	2	2	2	20	3	2	5	0	0	0	0	0	0	0	0	0	
Gila City Attorneys Office	4	1	1	4	1	3	2	0	0	0	21	2	0	0	0	0	0	5	2	2	4	4	21	1	0	0	0	0	0	0	0	0	0	0	1	
Gila City Sheriffs Office - Globe Precinct	1	0	0	1	0	0	0	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0		
Gila City Sheriffs Office	54	11	10	55	10	6	59	6	6	6	4	0	0	2	2	0	0	2	2	2	2	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
Gila River Indian Community Rangers	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0		
Gila River Police Department	57	19	7	69	27	10	86	15	8	93	11	19	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
Gilbert Police Department	191	36	23	204	40	20	224	21	17	228	14	17	13	91	14	19	96	14	17	19	118	12	125	7	11	130	14	130	7	125	21	20	0	0	0	
Glendale Community College LETA (OE Only)	10	10	18	2	2	3	8	8	7	9	8	15	4	16	4	21	10	226	10	20	11	16	229	12	11	13	229	15	33	38	35	28	9	9	9	
Globe Police Department	22	4	2	24	6	2	3	6	6	6	23	6	6	39	19	19	39	400	12	6	12	18	39	19	413	22	18	35	27	35	7	5	5	5		
Goodyear Police Department	66	12	6	73	17	4	86	17	7	96	3	25	4	97	2	2	26	26	8	7	27	27	27	27	27	27	27	27	27	27	27	27	27	27	19	
Graham City Attorneys Office	1	0	0	1	0	0	0	1	0	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
Graham City Sheriffs Office	26	17	4	39	0	0	17	4	4	22	3	22	5	5	22	0	1	22	5	5	5	93	8	10	91	16	96	11	1	0	0	0	0	0	0	
Grand Canyon University PD	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0		
Greenelee City Attorneys Office	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0		
Greenelee City Sheriffs Office	15	4	2	17	4	3	16	3	7	4	3	3	3	7	5	5	8	7	7	19	6	4	3	3	20	6	1	0	0	0	0	0	0	0	0	
Hayden Police Department	5	5	4	6	2	2	6	6	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
Holbrook Police Department	15	3	16	3	3	3	16	3	7	3	3	3	3	7	8	8	8	8	8	3	3	3	3	7	8	8	7	3	3	3	3	3	3	3	3	
Guadalupe Police Department	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
Greenlee City Sheriffs Office	15	4	2	17	4	3	19	8	7	20	3	3	3	7	5	5	18	7	7	19	6	4	4	3	20	6	1	0	0	0	0	0	0	0	0	
Greenlee City Attorneys Office	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
Grand Canyon University PD	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
Graham City Attorneys Office	1	0	0	1	0	0	0	1	0	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
Graham City Sheriffs Office	26	17	4	39	0	0	17	4	4	22	3	22	5	5	22	0	1	22	5	5	5	93	8	10	91	16	96	11	1	0	0	0	0	0	0	
Goodyear Police Department	66	12	6	73	17	4	86	17	7	96	3	25	4	97	2	2	26	26	8	7	27	27	27	27	27	27	27	27	27	27	27	27	27	27	19	
Globe Police Department	22	4	2	24	6	2	3	6	6	6	23	6	6	39	19	19	39	400	12	6	12	18	39	19	413	22	18	35	27	35	7	5	5	5		
Glendale Community College LETA (OE Only)	10	10	18	2	2	3	8	8	7	9	8	15	4	16	4	21	10	226	10	20	11	16	229	12	11	13	229	15	33	38	35	28	9	9	9	
Gilbert Police Department	191	36	23	204	40	20	224	21	17	228	14	17	13	91	14	19	96	14	17	19	118	12	125	7	11	130	14	130	7	125	21	20	0	0	0	
Gila River Police Department	57	19	7	69	27	10	86	15	8	93	11	19	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
Gila River Indian Community Rangers	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
Gila City Sheriffs Office	54	11	10	55	10	6	59	6	6	6	4	0	0	2	2	0	0	2	2	2	2	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Gila City Constable - Globe Precinct	1	0	0	1	0	0	0	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
Gila City Attorneys Office	4	1	1	4	1	3	2	0	0	0	21	2	0	0	0	0	0	5	2	2	4	4	21	1	0	0	0	0	0	0	0	0	0	0	0	0
Ft Mojave Tribal Police Department	16	4	4	18	10	6	22	5	5	5	24	10	2	2	3	3	0	2	2	2	2	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Ft McDowell Tribal Police Department	25	2	2	2	2	2	2	5	5	5	21	2	2	2	3	3	0	2	2	2	2	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Frederick Marshalls Office	6	0	0	6	6	6	7	1	7	1	6	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
Fountain Hills Marshalls Office	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	

Payson Police Department	31	11	4	38	2	7	33	5	5	33	5	6	32	2	5	29	3	6	26	2	4	24	8	3	29	3	3	29	3	7	24	10	9
Payson Regional Constable	0	0	0	0	0	0	0	0	0	0	1	0	1	0	1	0	1	0	1	0	0	1	0	1	0	1	1	0	0	0	1	0	
Peoria Police Department	168	18	14	172	37	24	185	20	15	190	9	9	190	9	13	186	11	11	186	11	8	189	9	17	181	21	16	186	22	15	193	16	21
Phoenix Fire Department	32	0	1	31	1	4	28	0	3	25	12	2	35	1	2	34	2	3	33	10	2	41	0	1	40	0	0	40	2	6	36	13	14
Phoenix Police Department	3122	309	241	3191	432	232	3390	404	244	3551	34	151	3432	28	125	3337	32	125	3244	36	120	3160	48	147	3060	43	173	2923	197	221	2907	300	195
Pima CC LEA (OE Only)	0	0	0	0	0	0	0	0	0	0	0	0	0	0	20	2	18	19	22	15	22	17	20	27	22	25	20	27	18	23	12	17	14
Pima Comm Coll Dept of Public Safety	25	6	6	25	7	4	28	3	4	27	4	5	26	4	2	28	3	5	26	3	3	26	5	2	29	4	3	30	3	2	31	1	4
Pima Cty Attorneys Office	22	4	3	23	3	3	23	3	1	25	0	2	23	2	2	23	4	1	26	2	2	26	0	1	25	1	3	23	3	5	21	2	2
Pima Cty Park Police	4	0	4	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Pima Cty Sheriffs Department	465	96	64	497	91	61	527	73	49	551	0	26	525	11	31	505	42	32	514	45	40	520	48	51	517	27	28	516	67	59	523	45	34
Pima Law Enforcement Services	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Pima Police Department	6	2	3	5	0	0	5	0	0	5	6	5	6	2	1	7	0	1	5	1	3	4	1	1	4	4	3	5	0	0	5	2	0
Pinal Cty Attorneys Office	8	2	2	8	1	1	8	0	0	8	0	0	8	0	0	8	0	1	7	2	1	8	1	2	7	2	0	9	1	1	9	0	1
Pinal Cty Constable - Precinct 7	1	0	0	1	0	0	1	0	0	1	0	0	1	0	1	0	0	1	7	2	1	8	1	2	7	2	0	9	1	1	9	0	1
Pinal Cty Sheriffs Office	173	52	17	207	61	40	229	21	16	234	19	27	226	13	24	215	26	21	220	26	20	226	17	26	217	36	33	220	22	27	215	12	19
Pinetop - Lakeside Police Department	17	3	5	15	3	2	16	4	3	17	1	1	17	3	3	17	2	2	17	4	4	17	3	2	18	2	2	18	2	0	20	2	5
Prescott Police Department	68	14	16	66	16	7	74	5	6	73	3	3	73	4	5	72	5	6	71	8	7	72	10	10	72	10	10	72	6	9	69	13	14
Prescott Valley Police Department	54	9	3	60	10	4	66	5	5	66	0	5	61	5	7	59	9	6	62	12	11	63	17	15	65	12	14	63	12	6	65	13	6
Quartzsite Police Department	11	2	0	13	3	3	13	3	2	14	0	0	14	1	2	13	3	7	9	5	2	12	2	5	9	3	6	7	7	3	18	4	3
Quechan Tribal Police Department	11	0	1	10	3	4	9	4	0	13	2	0	15	4	3	16	7	2	21	12	13	20	2	9	13	0	3	10	4	1	13	1	1
Ret AZ State University DPS East	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Ret AZ State University DPS WEST	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Ret Tohono O'Odham Ofc of Prosecutor	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Ret, AZ Criminal Intelligency System Age	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Ret, AZ Criminal Intelligency System Age	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Ret, AZ Dept of Revenue,Tucson	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Safford Police Department	19	5	1	23	1	3	21	1	2	20	2	0	22	3	3	22	0	2	20	3	1	22	1	1	22	3	2	23	2	0	25	2	4
Sahuarita Police Department	22	12	3	31	9	3	37	8	2	43	2	2	43	1	0	44	1	6	39	9	5	43	1	3	41	6	4	43	2	3	42	4	2
Salt River Pima-Maricopa Indian Communit	73	22	1	94	25	4	115	7	6	116	10	18	108	8	7	109	6	8	107	10	13	104	10	13	101	17	12	106	10	5	111	4	6
San Carlos Recreation & Wildlife	6	3	0	9	0	1	8	0	0	8	1	0	9	0	1	8	0	1	7	0	0	7	2	0	9	0	2	7	3	3	7	1	1
San Carlos Tribal Police Department	18	1	4	14	1	3	13	3	2	14	6	2	18	15	2	31	1	8	24	5	2	27	3	10	20	8	5	23	5	2	26	3	3
San Luis Police Department	35	1	1	35	1	1	35	0	3	32	5	5	32	5	2	35	7	4	38	11	12	37	5	6	36	7	11	32	7	6	33	6	2
Santa Cruz County Attorneys Office	0	0	0	0	0	0	0	1	0	1	0	0	1	0	1	2	0	3	0	0	3	0	0	3	0	0	3	1	1	3	1	1	1
Santa Cruz Cty Sheriffs Office	43	9	9	43	14	12	45	7	5	47	1	4	44	3	5	42	4	7	39	0	1	38	3	4	37	8	9	36	2	4	34	4	3
Scottsdale Police Department	397	54	40	411	67	36	442	46	36	452	9	26	435	25	25	435	13	27	421	28	33	416	24	18	422	41	45	418	36	27	427	7	28
Sedona Police Department	25	6	5	26	8	3	31	1	2	30	1	1	30	2	6	26	2	3	25	0	2	23	9	9	23	4	0	27	2	7	22	7	6
Show Low Police Department	28	3	1	30	3	3	30	4	2	32	2	2	32	1	1	32	0	0	32	12	7	37	4	11	30	3	2	31	0	2	29	3	2
Sierra Vista Police Department	61	9	5	65	7	4	68	10	11	67	7	6	68	5	8	65	9	6	68	3	3	68	3	3	68	1	4	65	9	10	64	3	3
Snowflake - Taylor Police Department	12	4	3	13	7	6	14	3	2	15	1	2	14	1	1	14	0	0	14	7	7	14	1	0	15	3	3	15	3	2	16	1	1
Somerton Police Department	24	5	2	27	7	3	31	2	1	32	0	2	30	2	5	27	1	2	26	4	1	29	0	1	28	4	6	26	2	4	24	1	2
South Tucson Department of Public Safety	25	1	1	25	5	7	23	1	5	19	10	4	25	1	4	22	3	3	22	5	3	24	8	5	27	0	3	24	5	7	22	0	2
Springerville Police Department	8	1	1	8	0	2	6	2	1	7	1	1	7	2	1	8	2	1	9	3	2	10	1	3	8	2	2	8	1	0	9	0	0
St. Johns Police Department	8	1	0	9	3	3	9	8	6	14	4	2	13	0	2	11	1	3	9	2	3	8	2	4	6	6	3	9	3	4	8	3	2
Superior Police Department	8	6	4	10	4	3	11	1	0	12	0	1	11	0	1	10	3	2	11	1	2	10	1	5	6	8	6	8	11	7	12	9	3
Surprise Police Department	94	17	8	102	31	13	121	19	8	132	6	11	127	9	10	126	12	8	130	7	5	132	8	8	132	10	11	131	12	8	135	15	10
Tempe Police Department	339	32	45	325	62	29	359	51	41	369	6	15	360	4	21	343	15	14	344	22	17	349	17	20	346	33	24	355	21	23	352	23	21
Test Agency	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Thatcher Police Department	10	5	1	14	4	3	15	0	1	13	1	2	13	1	0	14	0	1	13	2	3	12	0	0	12	3	3	12	2	1	13	0	2
Tohono OODham Police Department	67	7	3	73	2	7	66	15	11	70	20	10	80	8	8	80	3	3	80	4	11	73	4	9	68	13	6	75	10	11	74	9	4
Tolleson Police Department	30	7	6	31	7	5	33	3	3	33	4	2	35	3	2	36	1	2	35	2	3	34	4	2	36	4	9	31	4	3	31	4	3
Tombstone Marshals Office	8	8	8	8	4	4	8	1	2	7	3	4	6	2	1	7	2	2	7	1	1	7	4	4	7	6	3	10	8	9	9	4	2
Tonto Apache Tribal Police Department	2	4	1	5	1	1	5	5	5	4	0	2	3	0	1	2	0	1	4	2	3	8	5	6	3	6	5	5	6	4	1		
Tucson Airport Authority Police Departme	28	2	2	28	5	10	23	3	4	22	1	0	23	0	0	23	3	4	22	1	1	22	1	2	21	0	1	20	3	2	21	0	1
Tucson Police Department	1022	96	68	1050	97	76	1071	93	95	1069	85	79	1075	6	76	1005	67	78	994	86	72	1008	85	104	989	58	71	976	81	129	928	45	59
UNDETERMINED-MANUAL LOOKUP	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0</				

Yavapai County Constables Office - Prescott Precinct	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
Yavapai County Constables Office - Verde Valley Pre	1	0	0	1	0	0	1	0	0	1	0	0	1	0	0	0	0	1	0	0	0	0	0	0	0	0	0	0	1	0	1	0	0
Yavapai Cty Attorneys Office	5	0	0	5	3	1	7	0	0	7	1	2	6	1	1	6	0	1	5	0	0	5	0	1	4	1	0	5	0	0	0	0	0
Yavapai Cty Sheriffs Office	126	15	11	130	23	16	137	23	18	141	2	15	129	2	7	124	19	16	127	17	13	131	17	14	134	13	17	130	12	11	131	13	17
Yavapai-Apache Nation Police Department	12	1	1	12	6	3	15	2	0	17	2	6	13	0	1	12	3	1	14	5	7	12	3	1	14	5	5	14	6	3	17	3	4
Yavapai-Prescott Indian Police Departmen	8	2	2	8	1	0	9	2	2	9	3	4	8	3	2	9	3	2	10	4	4	10	2	4	8	5	4	9	3	0	12	1	1
Youngtown Police Department	13	0	1	12	5	3	14	5	6	13	6	1	18	2	9	11	0	10	1	0	0	1	0	0	1	0	0	1	0	0	1	0	1
Yuma County Attorneys Office	0	0	0	0	0	0	0	1	0	1	0	0	1	1	1	1	0	0	1	0	0	1	0	0	1	0	0	1	0	0	1	0	1
Yuma County Constables Office	1	0	0	1	1	0	2	0	0	2	0	0	2	0	0	2	0	0	2	0	0	2	0	0	2	0	0	2	0	0	2	0	0
Yuma Cty Sheriffs Office	77	13	16	74	12	11	75	12	9	78	26	9	95	7	2	99	10	6	104	8	10	101	8	12	98	10	10	98	7	11	94	14	13
Yuma Police Department	155	25	16	164	25	19	170	26	23	173	17	30	160	5	8	157	25	18	164	16	16	164	28	17	175	23	23	181	20	30	171	24	17

Ethics & Police Accountability

AZPOST Standards



Ethical Issues for Police Leaders

- Recruitment
- Declining applicant numbers
- Decreasing diversity of applicant pools
- Lack of community participation in the recruitment process

Arizona POST

The Arizona Peace Officer Standards and Training Board --- Statutory Authority to:

- Prescribe minimum qualifications:
 - Relating to physical, mental and moral fitness
 - Govern recruitment, appointment and retention

Background Requirements

- US Citizen
- 21 years of age
- HS, GED, or home schooled equivalency
- No felony convictions
- No dishonorable discharge - Armed Forces
- Never had certification revoked or voluntarily relinquished
- Never sold, produced, or transported narcotics, dangerous drugs, or marijuana

Background Requirements

- No illegal use of narcotics or dangerous drugs for past 7 years (no more than a total of 5 times, and no more than 1 time since age 21)
- No illegal use of marijuana for past 3 years (no more than 20 times total, and no more than 5 times since age 21)
- No pattern of abuse of prescription meds
- No sum of traffic violations that indicate a disrespect for safety of others
- Background Investigation
- Medical exam
- Polygraph

Juvenile Indiscretion

Agency Waiver Request to Board

- Juvenile Indiscretion:
- Conduct occurred when less than 18 years of age
- 10 years prior to application
- Has since consistently exhibited responsible, law-abiding behavior since conduct and application
- Immaturity contributed to indiscretion
- Not so egregious that public trust in the Law Enforcement profession would be jeopardized.

Drug Usage Agency Waiver Request to Board

- Drug usage outside experimentation:
- Duration & motivation for use
- Time elapsed since use, how obtained, how ingested
- Why use stopped, and any other factors agency head feels relevant to Board.



ARIZONA PEACE OFFICER STANDARDS AND TRAINING BOARD

Consolidated Data Interface v. 5.5 (For Official Use Only)

Record Quick Search:

Enter a name (LAST, FIRST) or POST ID number and click search:

You are a recognized user... Hello: AZPOST/JackL

APPOINTMENT STATS

Agencies	Appointed Count	5 Year High	5 Year Low
166	14593	14745	14459
at: 12:30 PM	at: 12:30 PM	on: 11-16-2011	on: 03-25-2016
		Down: -162	Up: 134
Appointed (1 YTD)	Separated (1 YTD)	Trending	Attrition Rate
1350	1408	Down: -0.40%	9.65%
Total Cadets	Sponsored	Open Enrollees	Pending Waivers
522	526	46	8

COMPLIANCE

SOI ALERTS!	Unassigned SOIs	Open SOIs
0	0	153
Waiting NFI Audits	Audits Marked Pending	Audits Completed (1 YTD)
33	117	3157
Open Suspensions	Revoke-Retiquish (1 YTD)	Closed SOIs (1 YTD)
14	78	188

IN/OUT BOARD

Members IN	Members OUT	In-Out Viewer
17	10	click here:
at: 12:30 PM	at: 12:30 PM	

OUTSIDE FORMS

ATAV4 Forms	IM Forms	SC Forms	Processed (1 YTD)
0	0	0	3801

ACADEMIES

Open Classes	BE Forms	First Day Rosters
18	1	0
Dismissals	Schedules	Monthly Reports
2	3	12

TRAINING

Pending Classes	Completed (1 YTD)	Pending Spl. Events	PAs (1 YTD)
11	30	0	206

LARGEST AGENCIES

Phoenix Police Department	AZ Department of Public Safety	Tucson Police Department	Mesa Police Department	Maricopa City Sheriff's Office	Pima City Sheriff's Department	Glendale Police Department
3011	1188	914	838	818	535	424

Set badge number for this session:

PEOPLE OPTIONS

ACADEMY OPTIONS

AGENCY OPTIONS

TRAINING OPTIONS

COMPLIANCE OPTIONS

SYSTEM ADMIN

Contact Information:

Jack G. Lane
Executive Director
Arizona Peace Officer Standards and Training

602-774-9350

Appendix C:

December 7, 2016

Minutes

ARIZONA STATE LEGISLATURE

INTERIM MEETING NOTICE OPEN TO THE PUBLIC

PEACE OFFICER EMPLOYMENT STUDY COMMITTEE

Date: Wednesday, December 7, 2016

Time: 10:00 A.M.

Place: HHR 5

AGENDA

1. Call to Order
2. Informational Overview on Response Times and Applicant Pool Size
3. Presentation:
 - Protect and Serve Law Enforcement Families, Pastor Eric Jones
4. Committee Discussion
5. Public Testimony
6. Adjourn

Members:

Senator Lupe Contreras
Senator John Kavanagh, Co-Chair
Lon Bartel
Dr. Levi Bolton
Jimmy Chavez
Sheriff Mark Dannels
Pastor Eric Jones
Pastor Rodger Loar

Representative Tony Rivero, Chairman
Representative Richard C. Andrade
Capt. John Ortolano
Marcel Spaulding
Steve Stahl
Gregory Wessel
Vacant
Vacant

12/5/16
JY

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PEACE OFFICER EMPLOYMENT STUDY COMMITTEE

Information Request



Research Questions

- 1) What is the ratio of police officers to population?
 - 2) What is the applicant pool per police department?
 - 3) What are police department response times?
- Note:
 - *For the ratio question we asked them to use the census population and both all certified police officers on staff and the ones primarily assigned to respond to call for service.*
 - *For the response time question we asked them to use from when the dispatcher answers the call for service and to break it down in the different priority levels.*

Tempe

- Officer per population:
 - FY 2015/16 total number of sworn 345
 - FY 2015/16 sworn in patrol 193
 - Rate per 1,000 citizens to total number of sworn officers 2.0
 - Rate per 1,000 citizens to sworn patrol 1.1
- Applicant pool size:
 - 2015 Police Officer Applications (which met minimum standards)
 - 979
- Response times:
 - Priority 1: 6:36
 - Priority 2: 10:54
 - Priority 3-9: 47:48

Goodyear

- Officer per population:
 - Rate per 1000 citizens for all sworn officers 1.35
 - Rate per 1000 citizens for sworn patrol officers .67
- Applicant pool:
 - Goodyear tests individually for openings.
 - Average 200 applicants for recruits.
 - Average 40-50 applicants of current police officers.
- Response times:
 - Emergency calls average 3 minutes and 30 seconds
 - Non emergency calls approx. an hour.

Chandler

- Officer per population:
 - FY 15/16' 324 sworn authorized sworn positions with a population of 250,481.
 - Rate per 1,000 citizens 1.29
- Applicant pool size:
 - Average of 1,000 applicants per year.
- Response times:
 - Priority 1 call: 06:15
 - Priority 2 call: 16:44
 - Priority 3 call: 48:33
 - Priority 4 call: 43:42

Surprise

- Officer per population:
 - *Per 1,000 citizens 1.15 sworn officers.*
- Applicant pool size:
 - *Surprise does a open recruitment twice a year with an average of 400 applicants and out of the 400 25% show up for first day of testing.*
- Response times (For September 2016):
 - *Priority 1: 5:19*
 - *Priority 2: 8:33*
 - *Priority 3: 28:20*

Gilbert

- Officer per population:
 - Per 1,000 0.97 sworn officers
- Applicant size:
 - Between February to June 16' 940 applicants.
 - Lateral recruitment received 115 applications.
- Response times FY 2016:
 - Priority 0: 4:11
 - Priority 1: 6:24
 - Priority 2: 12:14
 - Priority 3: 27:18
 - Priority 4: 17:05

Glendale

- Officer per population:
 - *Per 1,000 citizens 1.76 sworn officers*
- Applicant pool size:
 - *Glendale does two open sessions a year for applicants.*
 - *In 2016 the April opening received 413 and August received 691.*
- Response times (Dispatch to Arrival):
 - *Priority 1: 3:13*
 - *Priority 2: 5:21*
 - *Priority 3: 7:52*
 - *Priority 4: 4:15*

Mesa

- Officer per population:
 - Per 1,000 citizens 1.67 sworn officers.
- Applicant pool size:
 - Mesa held four testing sessions for 2016.
 - September 490 applicants
 - July 379 applicants
 - April 475 applicants
 - January 445 applicants
- Response times:
 - Priority one calls average 7 minutes
 - Emergency calls about 3.9 minutes

Prescott

- Officer per population
 - 68 sworn officers.
 - Per 1,000 citizens 1.62 sworn officers.
- Applicant pool size:
 - Prescott received 37 applications in the beginning of 2016 and 54 applications in the Summer.
- Response times (Note: Prescott represents 41 square miles with significant topography that impacts transportation):
 - 14.2 minutes during the Summer (tourist season)
 - 12.4 minutes during the Winter

Yuma

- Officer per population:
 - 179 sworn officers which provides a ratio of 1 officer per 519 citizens (fully staffed).
 - Yuma is understaffed by 18 officers but have 15 officers in the academy.
- Applicant pool size:
 - On average Yuma invites 150 applicants to test and on average 5 or less pass all the requirements.
- Response time:
 - Unavailable.

Flagstaff

- Officer per population
 - Per 1,000 citizens 1.6 sworn officers.
- Applicant Pool Size
 - Currently the Flagstaff Police Department applicant pool is zero. They leave the vacancy notice open with their HR department and test for positions on a consistent basis.
- Response Times
 - The Flagstaff Police Department response times are 4.16 with a current benchmark of 5.73.

Peoria

- Officer to population ratio
 - *Peoria has a population of 171,237 with 196 sworn officers.*
- Applicant pool size
 - *Peoria has 858 applicants for 2016.*
- Response times (FY 16')
 - *Priority 1 07:01*
 - *Priority 2 15:52*
 - *Priority 3 110:07*

Phoenix

- Officer to population ratio (October 16')
 - Number of authorized sworn positions 3,269.
 - Number of filled positions 2,722 with a population of 1,554,172.
 - Per 1,000 citizens 1.84 filled sworn officers.
- Applicant pool size
 - The Phoenix Police Department has currently has 134 recruits in the academy with 413 vacate positions.
- Response times
 - Priority 1 6:24
 - Priority 2 17:40
 - Priority 3 48:27

Tucson

- Officer to population ratio
 - 853 sworn/deployable with a population of 531,642.
 - 1 sworn/deployable per 624 citizens.
 - 530 officers.
 - 1 officer per 1004 citizens.
- Applicant pool size
 - Averaging 1150-1200 applicants.
 - Previous 3 testing phases averaged 240-250 applicants.
- Response times (July 16')
 - Level 1 4.00
 - Level 2 9.60
 - Level 3 15.45
 - Level 4 58.73

PROTECT & SERVE CARE TEAMS FOR LAW ENFORCEMENT:

Addressing the pressures of officer recruitment and retention by strategically identifying local resources and creating crisis care teams, which collaborate in providing holistic care and crisis support to law enforcement families by involving the local faith community.

Possible makeup of a Protect & Serve Care Teams:

1. Officer and Family
2. Former Law Enforcement
3. Representative from Chaplains' office
4. Representative from local school
5. Local pastoral staff (local churches)
6. Other appropriate ministries within the community

Existing Framework:

A similar framework has been introduced in the East Valley by former Gilbert Mayor, John Lewis, and his Behavioral Health and Substance Use Task Force led by Reverend Jon McHatton. Furthermore, Gilbert Police Chief, Tim Dorn, was also involved in this effort. It is recommended to collaborate with this team in creating and implementing a specialized Protect & Serve Care Team Program that meets the specific needs and challenges of law enforcement families.

Immediate Opportunity:

This care strategy can begin by engaging the local church. Churches are already equipped with various ministry platforms such as childcare, foster care, counseling, meal delivery, youth support, visitation, even small group, men's & women's ministry environments. These services can be made immediately available to the law enforcement community and their families.

Proposed Implementation Plan (timeline):

1. **Governor's State of the State** - Challenge Faith Community to Protect and Serve Law Enforcement Families at risk (Possibly connect with Office of Youth, Faith and Family)
2. **February to March** - Local Law Enforcement agencies initiate or utilize an existing community task force to craft a plan (Use the outline of the Governor's / Committee's proposal) to encourage houses of worship to develop Protect and Serve Care Teams for Officers' families within their congregations.
3. **Governor's Prayer Breakfast** - April (Mention programs of churches that put feet to faith) Caring for Families at Risk / Protect and Serve Teams, Care Portal, etc.)
4. **Law Enforcement Prayer Breakfast** - May (This event is linked with the 100 Club for Families of Fallen Officers) Caring for all Families of Law Enforcement might be an additional opportunity for faith leaders. Promote the local opportunities identified by the task forces in February and March. (Prayer, then care, and share life)
5. **Summer Months** - Continue to develop and encourage teams and meet with houses of worship that protect and serve officer's families within their congregations.
6. **September** - Report findings to the Governor
7. **September** - Blue Mass events

Appendix D:

December 14, 2016

Minutes

ARIZONA STATE LEGISLATURE

INTERIM MEETING NOTICE OPEN TO THE PUBLIC

PEACE OFFICER EMPLOYMENT STUDY COMMITTEE

Date: Wednesday, December 14, 2016

Time: 9:00 A.M.

Place: HHR 5

AGENDA

1. Call to Order
2. Roll Call
3. Public Testimony
4. Committee Discussion
5. Recommendations
6. Adjourn

Members:

Senator Lupe Contreras
Senator John Kavanagh, Co-Chair
Lon Bartel
Dr. Levi Bolton
Jimmy Chavez
Sheriff Mark Dannels
Pastor Eric Jones
Pastor Rodger Loar

Representative Tony Rivero, Chairman
Representative Richard C. Andrade
Capt. John Ortolano
Marcel Spaulding
Steve Stahl
Gregory Wessel
Vacant
Vacant

12/12/16
JY

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Peace Officer Employment Study Committee Recommendations Proposals

1. Support for the full funding of Arizona Peace Officer Standards and Training (AZPOST).
2. Propose a statutory fee by percentage to be assessed on all RICO seizures by Arizona law enforcement agencies and approved by the courts to be dedicated to AZPOST for training only.
3. Requiring that police departments hold an exit interview with all officers leaving their department.
4. More state funding for the School Resource Officers Program.
5. A mandated employee satisfaction survey.
6. Forming protect and serve care teams for law enforcement and their families. (Pastor Eric Jones presentation)
7. Recommend a dedicated funding resource from state surplus funds to be used for increasing staffing deficiencies for law enforcement.
8. Informing the local high schools about upcoming training exercises as a way to reach out to the youth.
9. A standardized formula to determine and report response times.

Additional considerations

- A. Establish a 1.8 to 2.2 officer per 1000 population ration for urban environments. OR- exploration of a 5 min priority one response time as the standard for rural agencies. The definition of priority one would have to be agreed on.
- B. Annual or every two years audit to ensure compliance with recommendations. With a set percentage sanction of state shared revenues for non-compliance.
- C. Recommend to continue the Peace Officer Employment Study Committee.